

ARMY RESERVE CAREER PLAN

*(For use of this form see USARC Pamphlet 140-1;
the proponent agency is USARC Retention Office)*

FOR:

NAME

DATE

WHERE AM I NOW?

Determine your specific qualifications in several important areas. The answers affect your future.

Your age:	Decorations/awards:																																																	
Your current ETS:																																																		
Height: Weight:																																																		
NCOES level completed:	Incentives eligibility/participation:																																																	
The next NCOES course to attend; when and where you will attend it:																																																		
	Qualification for extension/immediate reenlistment: <table border="1"> <tr> <th>Does the soldier meet the standard(s) for --</th> <th colspan="2">If no, is a waiver authorized?</th> <th rowspan="2">If a waiver is authorized, the waiver approval authority is --</th> </tr> <tr> <th></th> <th>YES</th> <th>NO</th> </tr> <tr> <td>Age</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Membership</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Citizenship</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Education</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Medical</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Body Weight</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Grade and MOS</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Marital Status</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Moral and Administrative</td> <td></td> <td></td> <td></td> </tr> <tr> <td>APFT</td> <td></td> <td></td> <td></td> </tr> </table>			Does the soldier meet the standard(s) for --	If no, is a waiver authorized?		If a waiver is authorized, the waiver approval authority is --		YES	NO	Age				Membership				Citizenship				Education				Medical				Body Weight				Grade and MOS				Marital Status				Moral and Administrative				APFT			
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Your Pay Entry Basic Date:	Eligible to immediately reenlist for:																																																	
Civilian education level:	Eligible to extend:																																																	
MOS qualification: <input type="checkbox"/> YES <input type="checkbox"/> NO			Rule																																															
Grade: Current Authorized																																																		
Date of rank:																																																		
Date of physical:																																																		
Physical profile:																																																		
Date eligible for promotion:																																																		
Number of "good" retirement years:																																																		

EVALUATION OF PROFESSIONALISM AND PERFORMANCE

The following areas can be hard to complete. However, they are important to help you evaluate your professional standing and to know your strong and weak points. Rate yourself on how well you have acted and performed in each area for the past year. Your goal is to show a true picture of how you stack up today. Zero (0) is low; 5 means that you are better in that area than anyone else in the same grade and assignment.

PROFESSIONAL COMPETENCE

	Demonstrates initiative
	Adapts to changes
	Seeks self-improvement
	Performs under pressure
	Attains results
	Displays sound judgement
	Communicates effectively
	Develops subordinates
	Demonstrates technical skills
	Physical fitness

PROFESSIONAL STANDARDS

	Integrity
	Loyalty
	Moral courage
	Self-discipline
	Military appearance
	Earns respect
	Support EO/EEO

WHERE AM I GOING?

The last page now shows your personal and professional qualifications. It also shows whether or not you are qualified to reenlist or extend; something you may need to know later on. The next step is to know the direction in which you should be heading.

Assume that you will be here for a few more years, and see where the questions lead you. Take your time. The answers are important, and well worth the time and effort to answer them.

- Where do you see yourself next year? What do you wish your duties to be?

- Answer the same questions for three years from now. Four, five, or six years from now.

- Is there a particular job, MOS or skill you feel might be the key to your career potential?

- Assume you stay in the Army: do you see your future as a troop leader or a staff specialist? Which appeals to you more?

Use the answers to these questions as a starting point. Examine your qualifications and desires to help establish some realistic goals for the next year and more. Talk it over with your leaders. Some possible goals are --

- | | |
|-------------------------------|---------------------------------------|
| ● Skill development training | ● Add a new skill |
| ● Change of MOS | ● Change of Career Management Field |
| ● Qualify for promotion | ● Transfer to another unit |
| ● Leadership training (NCOES) | ● Work toward a commission or warrant |

What are your goals at the present time?

HOW DO I GET THERE?

Now comes the important part of career development planning. You must identify what must be done to accomplish your goals. Discuss your goals with your leaders. List the actions that must occur, and estimate some dates (milestones) for completion. For example, if a required action is to attend an NCOES course, state the course, the school, and when you will apply. Be specific.

These are some questions to help guide you. Remember to identify actions and milestones.

- Should I try to change my duty assignment?
- Is any special training required?
- Should I increase my civilian education?
- Will my Physical Profile Impact on training and assignments?
- Must I lose weight?
- Must I take and pass the Army Physical Fitness Test (APFT)?
- Is there a Time-In-Grade requirement?
- Is there a Time-In-Service requirement?
- Is there a service remaining requirement?
- Must I improve my Aptitude Area score(s)?
- What new tests must I take?
- Do I need a security clearance? Or a higher level clearance?
- Have I enough time remaining on my current enlistment?
- What other factors must I consider?

Regardless of the goals you have chosen, any progress will help improve one or more of the following areas. In which of these must you improve?

- | | | |
|---------------------------|-------------------------------|----------------------|
| ● Demonstrate initiative | ● Communicate effectively | ● Integrity |
| ● Adapt to change | ● Develop subordinates | ● Loyalty |
| ● Seek self-improvement | ● Military appearance | ● Moral courage |
| ● Perform under pressure | ● Support EO/EEO | ● Self-discipline |
| ● Attain results | ● Physical fitness | ● Do I earn respect? |
| ● Display sound judgement | ● Demonstrate technical skill | |

You have accomplished the three steps of Career Development Planning. You determined where you stand right now; set some realistic short-term (and perhaps longer-term) goals; and decided the actions and timing that might make it all happen. Work your plan, and your progress is almost a sure thing. There is one final point to remember: people change. And as you change, so must your plans and your goals. Go through this exercise at least once each year with your first line leader. Chart your progress, reevaluate your professional standing and goals, and revise or make new plans. Your plans must be as alive as you are.

In short, keep growing -- get the most out of our time and effort. Stay Reservel